



General Assembly

Distr.
GENERAL

A/C.5/36/9
1 October 1981

ORIGINAL: ENGLISH

Thirty-sixth session
FIFTH COMMITTEE
Agenda item 107 (b)

PERSONNEL QUESTIONS

OTHER PERSONNEL QUESTIONS

Amendments to the Staff Rules

Report of the Secretary-General

1. The Staff Regulations of the United Nations provide in regulation 12.2 that the Secretary-General shall report annually to the General Assembly such staff rules and amendments thereto as he may make to implement the Staff Regulations.

100 Series

2. Staff rules 101.1 through 112.8, which are applicable to all staff except technical assistance project personnel, staff members specifically engaged for conferences and other short-term service, and special interns, were the subject of an amendment being issued as ST/SGB/Staff Rules/1/Rev.5/Amend.2. Its main purpose was to promulgate several amendments to the Staff Rules that were required to implement the decisions concerning pensionable remuneration, education grant and education grant travel, and home leave travel adopted by the General Assembly in its resolution 35/214 of 17 December 1980. The following is a list of those amended rules, together with a brief explanation of the related amendments:

(a) Rule 103.16,, Pensionable remuneration, was amended with effect from 1 January 1981 to reflect the decision taken by the General Assembly concerning the future adjustments of the pensionable remuneration for the Professional and higher categories.

(b) Rule 103.20, Education grant, was amended with effect from 1 January 1981 to incorporate the revised scale of reimbursement of educational expenses established in staff regulation 3.2 and to reflect the increase in the periodicity of the education grant travel entitlement at designated duty stations established in the same regulations.

(c) Rule 105.3, Home leave, was amended with effect from 1 January 1981 to reflect the increase in the periodicity of the home leave travel entitlement at designated duty stations established in regulation 5.3.

(d) Appendix A was amended with effect from 1 January 1981 by the deletion of the schedule of pensionable remuneration for Professional and higher categories, which has been incorporated in annex I to the Staff Regulations. Appendix A was also amended to include the revised salary scales and the revised schedule of pensionable remuneration for staff in the Field Service category effective 1 January 1981.

3. In addition, a number of other amendments were made, as explained below:

(a) Rule 103.7, Post adjustment, was amended to ensure uniformity in the wording of the Staff Rules.

(b) Rule 103.18, Deductions and contributions, was amended to include a reference to the relevant provision of the Regulations of the United Nations Joint Staff Pension Fund.

(c) Rule 103.24, Definition of dependency, was amended with effect from 1 January 1981 to reflect the definitions of dependants agreed upon by the organizations participating in the United Nations common system. A consequential amendment was made to rule 103.20, Education grant, with regard to the definition of "child" for the purposes of the grant.

(d) Rule 105.2, Special leave, was amended to specify that seniority shall be affected by periods of special leave with partial pay or without pay.

(e) Rule 106.1, Participation in the Pension Fund, was amended to conform to the corresponding provision of the Regulations of the United Nations Joint Staff Pension Fund.

(f) Rule 106.3, Maternity leave, was amended with effect from 1 January 1981 to abolish the qualifying period of service for maternity leave. Rule 105.2, Special leave, was amended in consequence thereof.

(g) Rule 107.5, Eligible family members, was amended to conform to the provisions in rule 103.20, Education grant, whereby children who are no longer dependants in the sense of rule 103.24 (b) may be eligible for education grant travel, and to delete a redundant provision.

(h) Rule 107.13, Terminal expenses, was amended with effect from 1 April 1981 to introduce a uniform reimbursement rate at all locations.

(i) Rule 107.27, Removal costs, was amended to express with greater clarity the entitlement in units of weight and volume.

(j) Rule 109.5, Repatriation grant, was amended for the purpose of clarifying that the requirement concerning evidence of relocation under paragraph (d) of the rule applies also in the case contemplated in paragraph (i) of the same rule.

4. Appendix B (Headquarters) was also the subject of amendments that were issued as ST/SGB/Staff Rules/1/Rev.5/Appendix B (Headquarters)/Amend.3 and 4. The first of these amendments was issued to incorporate the revised salary scales for the General Service category, including the Security Service and Dispatchers and Guides, and for the Manual Workers category at Headquarters, effective 1 August 1980. The second of these amendments was issued for the following purposes:

(a) To show the revised salary scales for the General Service category, including the Security Service and the Dispatchers and Guides, and for the Manual Workers category, effective 1 March 1981; and

(b) To show separate scales of pensionable remuneration for staff in the General Service category, including the Security Service and the Dispatchers and Guides, and the Manual Workers category, who entered on duty prior to 1 March 1981.

5. Appendix B (Geneva) is being amended to reflect:

(a) The salary scale for the General Service category at Geneva which was revised by information circular IC/Geneva/2730, dated 19 August 1980, with retroactive effect to 1 January 1980;

(b) The salary scale for the General Service category at Geneva which was revised by information circular IC/Geneva/2763, dated 15 December 1980, with retroactive effect to 1 March 1980; and

(c) The salary scale for the General Service category at Geneva which was revised by information circular IC/Geneva/2796, dated 14 April 1981, with retroactive effect to 1 March 1981.

Appendix B (Vienna) was amended to reflect the revised salary scales for the General Service category and the Manual Workers in UNIDO, Vienna, effective 1 January 1981.

6. Similarly the salary scales for the General Service category and the Manual Workers at other duty stations were revised as necessary from time to time.

200 Series

7. The 200 series of the Staff Rules, applicable to staff members specifically recruited for service with technical assistance projects, was the subject of an amendment being issued as ST/SGB/Staff Rules/2/Rev.5/Amend.2.

8. It has the same purposes and follows the same pattern as the amendment to the 100 series of the Staff Rules issued as ST/SGB/Staff Rules/1/Rev.5/Amend.2 with respect to the following rules:

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Rule 203.5	Post adjustment
Rule 203.7	Dependency allowances
Rule 203.8	Education grant
Rule 203.15	Pensionable remuneration
Rule 205.2	Home leave
Rule 206.1	Participation in the Pension Fund
Rule 206.7	Maternity leave
Rule 207.2	Official travel of family members
Rule 207.13	Education grant travel
Rule 207.15	Terminal expenses
Rule 209.8	Conditions governing payment of repatriation grant
Appendix I	Salary scales and schedules of pensionable remuneration

9. A change was also made with effect from 1 January 1981 to incorporate in appendix II the revised schedules of post adjustment approved by the General Assembly in its resolution 35/214.
